

Zig Software Foundation

Executive Director / CEO

EIN 845105214

NY · NTEE U41

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Andrew Kelley, Executive Director / CEO** (\$102,000) against **every comparable organization** that fit the selection criteria — **122** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

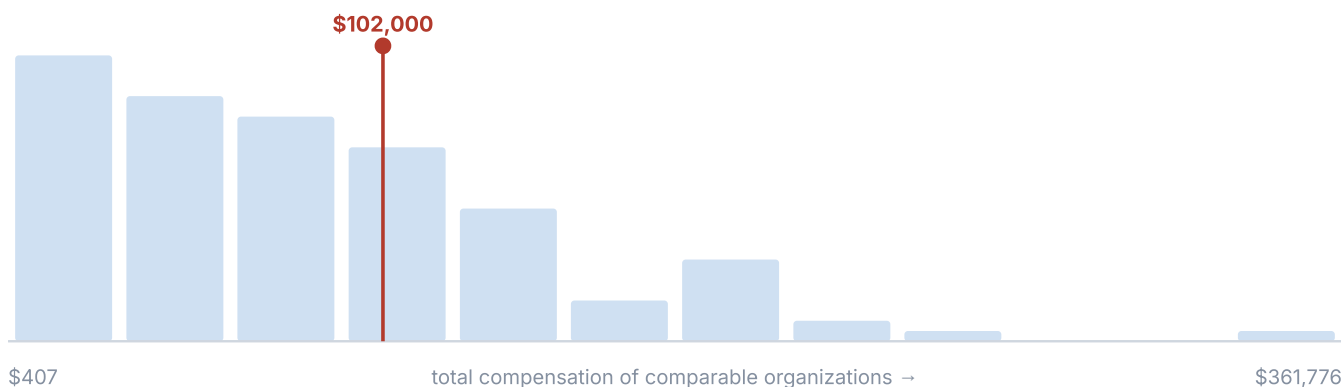
Benchmarked executive: Andrew Kelley — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

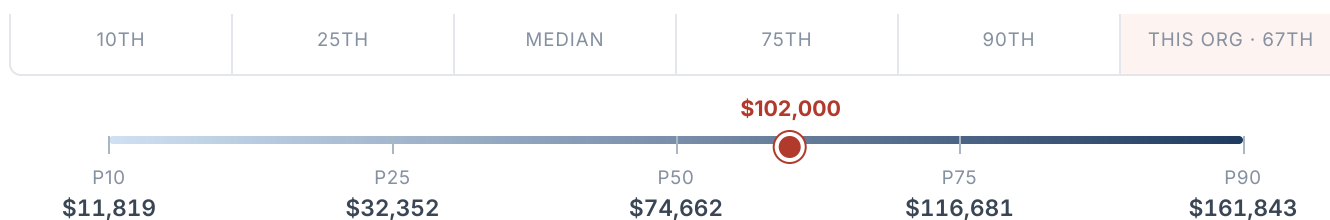
SECTOR	Organizations sharing the subject's NTEE classification (U41).
BUDGET	Total revenue between \$307,655 and \$688,780 — 0.67x to 1.50x the subject's \$459,187 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (U), nationwide + budget 0.67–1.5x revenue.

122 organizations qualified on sector, size, and geography → **122** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,819	\$32,352	\$74,662	\$116,681	\$161,843	\$102,000
----------	----------	----------	-----------	-----------	-----------



● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to NY cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cornwell Research Group	VA	\$458,839	Director	\$60,382	\$62,669	2024
Clean Fuels Alliance Foundation	MO	\$457,491	Executive Director	\$28,321	\$32,242	2024
Wisconsin Livestock Identification	WI	\$455,294	Executive Director	\$93,080	\$104,491	2024
Forest Products Society	LA	\$455,150	President	\$5,000	\$5,919	2024
Cybergreen Institute	NY	\$463,369	Executive Di	\$106,819	\$103,754	2024
Mindbridge	ME	\$454,768	Executive Director	\$42,788	\$46,054	2024
Climate Science Legal Defense Fund	NY	\$465,503	Executive Director	\$103,400	\$100,433	2024
Urban Forest Institute	CA	\$451,563	President	\$90,200	\$83,722	2024
International Cryosphere Climate Initiative	VT	\$467,813	President	\$31,628	\$34,219	2024
Polaris Research Institute Inc	CA	\$450,235	Executive Dir.	\$241,632	\$224,278	2024
Rmi Lab Properties Inc	CO	\$444,757	President	\$30,186	\$31,113	2024
South Jersey Dream Center Inc	NJ	\$444,492	Secretary	\$35,000	\$33,590	2024
Reuseum Educational Inc	ID	\$444,424	President/executive Direct	\$110,961	\$130,628	2023
Ben Franklin Technology Partners Corporation	PA	\$475,038	President	\$23,395	\$25,078	2024
Center For Technology Integrity Inc	MA	\$479,024	Acting Executive Director	\$210,269	\$203,103	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Center For Maximum Potential	TX	\$479,528	Co-director	\$76,500	\$82,255	2024
Cato Neonatal Innovations Inc	FL	\$481,221	President	\$18,800	\$18,984	2024
Chicago Council On Science & Technology	IL	\$433,477	Director	\$85,358	\$90,202	2024
Map The Gaps	WA	\$485,214	Director	\$5,000	\$4,954	2023
The Center For Advancing Innovation Inc	MD	\$432,823	Ceo	\$360,000	\$361,776	2024
Chattanooga Quantum Collaborative	TN	\$487,500	Ceo	\$170,000	\$192,078	2024
Center For Scientific Integrity Inc	NY	\$429,108	Secretary	\$11,330	\$11,005	2024
Mosaix Global Network	AR	\$427,489	Executive Dir.	\$104,253	\$129,684	2023
Society For Conservation Biology North America Inc	WI	\$427,116	Director Of Operations And Programs	\$74,200	\$83,296	2024
Coalition For Academic Scientific Computation Inc	DC	\$424,207	Executive Director	\$115,900	\$106,506	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to NY cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

Sample, role match & sensitivity

PEER COUNT **122** organizations. Compensation range \$407–\$361,776; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$459,187); for reference, expenses \$472,553 and assets \$73,722.
ROLE MATCH	Andrew Kelley, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	67 th
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	59 th

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness • 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Andrew Kelley) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 122 similarly situated organizations (Same NTEE major group (U), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$102,000 is reasonable (approximately the 67th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.